Volume 9, Number 20 November 26-December 16, 1994

UCSF Newsbreak

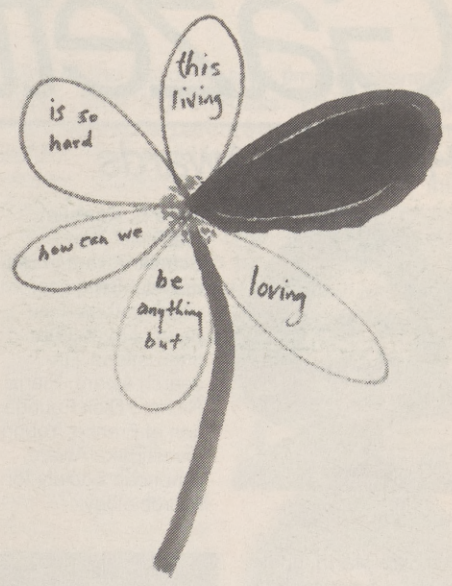
# YES! Salary raises are coming

After quite a dry spell, most UC employees and faculty will be getting salary raises. Most A&PS and MAP employees will be eligible for a 3.5 percent average merit increase retroactive to October 1, 1994. MAP and non-health care A&PS salary grades will be adjusted by 3 percent as of October 1, 1994. The details of implementation are in the process of being finalized. When available, guidelines will be distributed to all campus administrators.

At this writing, employees in the Staff Personnel Program, AFSCME/Clerical and Allied Services, and AFSCME/Service (pending ratification), will receive a retroactive range adjustment of 2.2 percent effective October 1. Range adjustments for employees represented by the California Nurses Association and AFSCME/Patient Care Technical are subject to collective bargaining. In addition, employees who were eligible for merit increases in July 1994 will receive their merits in January 1995. Employees eligible in January 1995 will receive their merits in July 1995. The CNA salary program is subject to collective bargaining.

Two percent of faculty salaries for merit increases will be retroactive to July 1, 1994. In terms of range adjustments for faculty, an average of three percent will be given January 1, 1995 in order to repay the 1991-92 academic merits, which were awarded but not funded.

Wondering what to do with all your extra cash? See the new "Money Matters" column on page 6.




S., age 41, AIDS, Art for Recovery

**Page 8** ... World AIDS Day is December 1

# Bishop appointed University Professor

**By JEFFREY NORRIS**

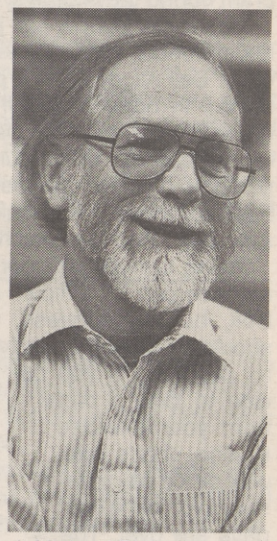
The UC Regents at their meeting on November 18 appointed J. Michael Bishop to a University Professorship, a rare honor bestowed in recognition of the special talents of outstanding scholars and teachers. Bishop, who is UC's 19th University Professor, is one of two who are active faculty members, and is the first to be appointed from UCSF.

Bishop, professor of microbiology and immunology, is an internationally recognized authority on the molecular mechanisms of cancer. He shared the 1989 Nobel Prize for Medicine or Physiology with his departmental colleague Harold E. Varmus for the discovery that members of a gene family controlling normal cell growth cause cancer when the genes are genetically altered.

Since that time researchers have identified scores of cancer-causing "oncogenes," in humans and animals. The work of Bishop and Varmus set the stage for the ongoing revolution in the study of cancer biology.

Bishop continues to work with these genes in a variety of experimental systems to determine how normal cells govern their growth and development and why cancer cells do not.

Bishop is an extraordinarily popular instructor and advisor at UCSF, twice receiving the Kaiser Award for Excellence in Teaching. One colleague wrote, "He is absolutely without peer as a lecturer. Those of us who have attended his lectures know them as a thing of beauty: formulated with erudition and a keen sense of the audience, delivered with wit and with eloquence."



*J. Michael Bishop*

Bishop has been the main force in creating and maintaining the Program in Biological Sciences (PIBS) at UCSF, an innovative graduate program that has become a national model for how to train graduate students.

Bishop was inspired to establish PIBS at UCSF in response to major changes in the way biological research is conducted. The ability to build on these research advances demands familiarity with concepts and methods that cut across traditional medical school academic disciplines.

Through PIBS, students are free to explore a broad range of research topics and coursework under the supervision of faculty experts from more than a dozen different academic departments.

Bishop has been an important voice on national policy issues related to science, testifying before the US Congress and serving on the Committee on Life Sciences of the National Research Council, for which he now is co-chairing a study on "Conflicts of Interest in Molecular Biology." He recently was appointed by President Clinton to the National Cancer Advisory Board, which oversees the National Cancer Institute.

# SFGH project intervenes in domestic violence before it escalates

**By RUTHANN RICHTER**

An estimated 3.9 million women are physically abused by their spouse or partner each year in the United States, and many of these women seek treatment in hospital emergency departments. Studies have shown that between 20 and 30 percent of women who visit emergency departments are there directly or indirectly because of abuse, yet emergency staff frequently fail to recognize the problem or take action other than to treat the victims' physical injuries.

A team of health professionals at SFGH has launched a unique pilot project that trains the Emergency Department staff to identify and intervene in domestic violence cases. The training ultimately will be expanded to all hospital departments.

"Our goal is to identify patients in all settings of the hospital so we can intervene before the violence progresses and becomes more serious, occurs more often and in some cases ends in homicide," says surgeon Beth Kaplan, an attending physician in emergency services and the program coordinator at SFGH.

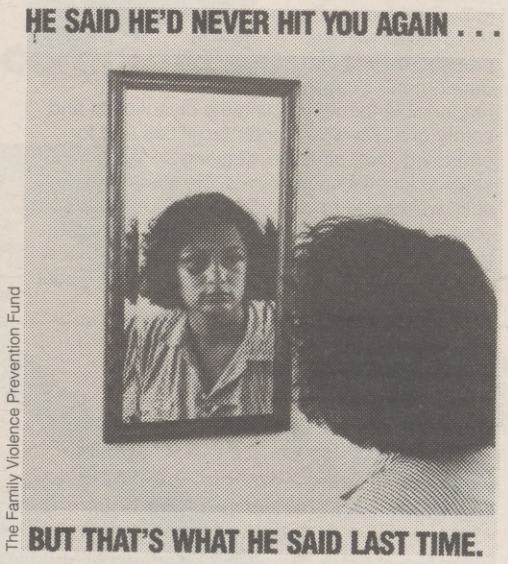
Kaplan says domestic violence is the number one cause of homicide among women in San Francisco. She estimates that between 4 and 10 victims of domestic violence, including some men, are seen in the Emergency Department at SFGH every day.

The pilot program is part of the National Health Initiative on Domestic Violence, funded by the federal Department of Health and Human Services and private foundations. Six hospitals in California and six in Pennsylvania are participating in the project, which is being carried out by the Family Violence Prevention Fund in San Francisco.

Under the SFGH program, Emergency Department staff won't wait for patients to disclose if they have been abused but will ask, "Is anyone in your life hurting you?" Kaplan says. In the past, patients have been asked about alcohol and tobacco use and HIV risk factors, but this is the first time violence will be added to the list, she says. The Emergency Department also will display posters in its waiting rooms and clinical areas advising patients to inform the emergency staff if they are experiencing violence at home.

When cases of domestic violence are identified, victims will be treated for their injuries and receive counseling from a Emergency Department social worker. The victims also will be referred to community programs that can assure them a safe place to stay and help provide access to the legal system, if necessary.

Michael Rodriguez, clinical instructor of family and community medicine and director of the hospital's Violence Prevention Task Force, says the program is in keeping with the hospital-wide mission of preventing violence in the community. "We're trying to shift the hospital culture from treatment alone to prevention," he says.




The Family Violence Prevention Fund

# Campus gears up for MLK Celebration: "Nonviolence in Action"

**By ALLEN J. BALDERSON**

The Martin Luther King, Jr. Week Commemoration Coordinating Committee has been working hard over the past few months to organize what could be one of the best MLK Weeks ever. UCSF's annual celebration of Martin Luther King Jr.'s life and legacy is scheduled the week of January 16. The theme is "Nonviolence in Action: Empowering Future Generations to Serve."

"We're planning a variety of speakers and events to highlight the spirit of public service going on in our community," says Michael Sanchez of the Hormone Research Laboratory, who is chairing this year's MLK Commemoration Coordinating Committee. "There will be a special emphasis on local programs geared toward our youth."

Many of the events are still in their planning stages, therefore, some information may be missing at this time. See the next issue of *Newsbreak* for complete details.

**On Parnassus**

The week's activities on Parnassus will begin on Tuesday, January 17, with the MLK Awards Ceremony from noon to 1:30 p.m. in Cole Hall. Three members of the campus community — one staff employee, one student and one academic faculty member — will be

*(See* **MLK** *on page 3)*

## Fight hunger

The Staff Advisory Council's annual food drive to help the San Francisco Food Bank will take place from Friday, December 2, to Wednesday, December 21. The kickoff on December 2 will be during the Medical Center's managers' meeting. Barrels will be placed in major building lobbies along Parnassus and at satellite locations, including in the ACC, Moffitt, Millberry, Medical Sciences, School of Dentistry, Laurel Heights, MCB, and Oyster Point.

"Last year we placed third in the city in terms of the corporate holiday food drive," says Chris Yee of the Police Department who is helping to coordinate UCSF's efforts. "We collected 5,253 pounds of food, which translated into 6,986 meals. We hope to collect over 6,000 pounds of food this year." Chris adds that hunger is a year-round issue; it doesn't go away after the holidays.

The kinds of food you might consider donating: orange juice, peanut butter, rice, beans, tomato sauce, canned vegetables, cans of tuna, oatmeal, spaghetti sauce and spaghetti.

*Preparing the workforce for the 21st Century*

# Plan to simplify staff management system

**By LISA CISNEROS**

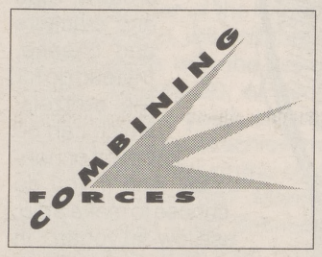
Recognizing the need to streamline personnel management and increase support for training and development, UCSF administrators presented a proposal recently that could result in key changes in the administration, compensation and classification of non-academic employees.

Specifically, this could mean significant changes in salary ranges and raises, vacation time, job descriptions and increased job skills training opportunities. But these initiatives are in the formative stage only and all employees are invited to take part in the process to reform the system.

The main objectives, to simplify the current four-tier personnel structure, expand departmental autonomy and revise employee compensation based on performance and market pressures, are described in a 27-page report, "Proposed Human Resource Management Initiatives for the University of California."

UCSF administrators sent copies of the proposal to staff last month and shared its highlights with about 200 managers in a forum held November 14 at Cole Hall.

Initiatives are based on the "general principle that responding proactively to present and future challenges will require simplifying human resource management processes, increasing accountability at all levels of the organization and delegating more responsibility, authority, and flexibility to campuses in the areas of compensation, classification and personnel administration," the report states. Simply put, this means cutting bureaucracy to improve efficiency.




Major changes are necessary because "the current management system is too complicated," Randy Lopez, director of Human Resources, told the audience. Administrators say the personnel system should be simple to explain, understand and administer.

Successfully implementing measures outlined in the proposal would require a major cultural shift in the work ethic and environ-

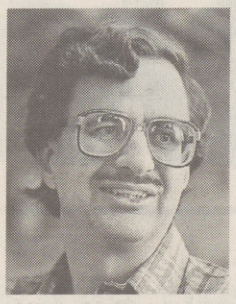
*(See* **INITIATIVES** *on page 6)*

Gazette

## Honors & Awards

*Koehler*

**Jane E. Koehler,** medicine: Pew Scholar Award in Biomedical Sciences, which carries a stipend of $200,000; International Research Award, Pierre Richard Dick Foundation of France; Young Investigator Award, American Society for Microbiology.



*Ortiz de Montellano*

**Paul R. Ortiz de Montellano,** chemistry & pharmaceutical chemistry: Bernard B. Brodie Award in Drug Metabolism, American Society of Pharmacology and Experimental Therapeutics.

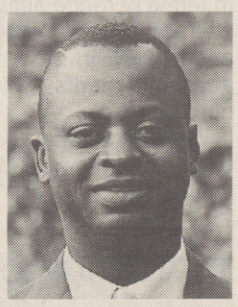
*Marin*

**Barbara Marin,** epidemiology & biostatistics: Fellow, Division of Health Psychology, American Psychological Association; vice president for US and Canada, Interamerican Society of Psychology; received $3.45 million two-year grant for *Hispanic Middle School HIV Prevention Program.*

**Calvin Zippin,** epidemiology & biostatistics and emeritus, CRI and pathology: Honorary member, International Association of Cancer Registries.

**Deborah Greenspan,** stomatology & Oral AIDS Center: Honorary Fellowship in Dental Surgery, Royal College of Surgeons of Edinburgh. She is the second woman in the history of the college to receive this honor.

## Appointments



*Chaplin*

**Mathias Chaplin:** Appointed director, Environmental Services, Medical Center. He had served in this capacity as an employee of the Marriott Corporation since December 1992, when Marriott was brought in by the Medical Center to assist with the management of the department. Chaplin is responsible for maintaining the cleanliness and safety of all Medical Center facilitities and for operating cost-effective cleaning services for satellite locations and clinics. He also manages solid waste and biochemical hazardous waste contracts. Before coming to the Medical Center for Marriott, he directed environmental services departments for two hospitals on the East Coast.

## Basbaum receives prize in pain research

Allan I. Basbaum, professor and vice chair, anatomy, is this year's winner of the world's preeminent prize in pain research — the Bristol-Myers Squibb Award for Distinguished Achievement in Pain Research, which carries a cash award of $50,000.

A member of the W.M. Keck Foundation for Integrative Neurosciences, Basbaum has produced significant findings in key areas of pain research for more than a decade. With Howard Fields, professor and vice chair, neurology, he showed that electrical or chemical activation of certain brain centers blocks the transmission of pain sensation in the spinal cord. He conducted research that may prevent or ameliorate chronic pain and he has shown that acutely painful stimuli can change how nerve cells transmit subsequent painful sensations. Basbaum also has shown that various genes in the spinal cord can be markers of pain signaling in spinal nerves. He has used this work to cast doubt on a long-standing theory of morphine tolerance.

*Allan I. Basbaum*

## Contracts & Grants

*Information on contracts and grants is made available to this paper through individual departments, researchers or the funding agency.*

**M. Anthony Pogrel,** oral & maxillofacial surgery: Received $35,000 from the National Institute for Drug Research, NIH, for *The Manidibular Response to Liquid Nitrogen Cryotherapy.*

**Joseph A. Catania,** general internal medicine: Received $1,817,293 from the National Institute on Mental Health (NIMH) and $366,779 from the National Institute on Aging for *The Family of AIDS Behavioral Studies.* He also received $464,784 from the NIMH to assess participation and measurement error in surveys of African-American and Hispanic adults ages 18 to 49.

## Eat the light meat, forget the gravy, and go for the pumpkin pie

By ALLEN J. BALDERSON

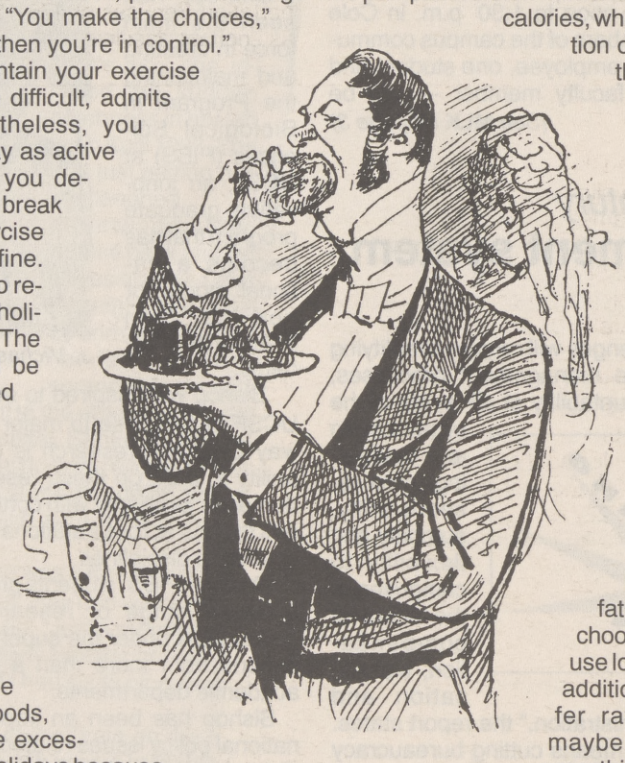
We've all been there. It's the holiday season and you're going to your Aunt Helen's and you're going to stuff yourself, mostly with fatty foods. No ifs, ands, or buts about it.

"The holidays can be difficult for people," says nutritionist Kathleen Bell, "especially when it comes to food. Some people think they can't celebrate and have a good time without eating a lot of foods high in fat and consuming a lot of alcohol," says Bell. And some people feel as though they are poor hosts and hostesses unless they serve those creamy dips and large portions of pecan pie.

While most people think it is impossible to stick to any kind of weight management program during the holidays, Bell disagrees.

"Too many people just jump into the holidays without really thinking about it," she says. Bell suggests that people try to think ahead. In other words, if you know you're going to a dinner party, plan ahead — make low-fat choices or be sure to take smaller portions. If you're the cook, plan on serving healthier foods. "You make the choices," says Bell. "And then you're in control."

Trying to maintain your exercise regimen can be difficult, admits Bell, but nonetheless, you should try to stay as active as possible. "If you decide to take a break from your exercise routine, that's fine. Just pick a day to restart it when the holidays are over. The holidays should be fun and not laced with guilt trips. Once you've made your decisions, don't beat yourself up over them.



"Many people eat more, purposely choose higher-calorie foods, and drink a little excessively over the holidays because it can be a stressful time," she says. "Again look carefully at those behaviors and try to be responsible for them."

If you're the chef, Bell recommends thumbing through a few good magazines and cookbooks to come up with healthy, low-fat recipes. One such magazine is *Cooking Light.* One such cookbook is by the same title, plus the American Diabetes Association has two others — *Special Celebrations and Parties Cookbook* and *The Holiday Cookbook.*

If you like, you can serve the same foods you always have, but alter the recipes slightly. For example, take fruit cake (if you must). "Use less sugar, add fewer nuts, which are a high source of fat, and substitute unsweetened canned fruits for candied fruits," suggests Bell. A slice of your typical fruitcake can have as many as 450 calories if not more, according to Bell. Using a slightly different recipe can knock those calories down to 180, if not lower.

Turkey. What's a holiday without that noble bird? "Try not to eat the skin," says Bell "and try to eat the white meat, not the dark. Cut down on or eliminate the gravy and don't add as much margarine or butter to your mashed potatoes." If you're the chef, don't baste the bird with butter, use the turkey's natural juices.

Desserts? Kind of hard to avoid those. Bell says that pumpkin pie is a much better choice than pecan pie. According to Bell, a slice of the pumpkin version will hand you a mere 200 calories, while the same portion of pecan pie will throw some 500 calories your way. "And limit or avoid adding whipped cream or ice cream."

In terms of appetizers, stay away from those nasty potato chips with creamy dips and crackers and cheese. Instead go for the pretzels, which can be low in fat or non-fat. And if you do choose to make a dip, use low-fat yogurt. "In addition, you could offer raw vegetables, maybe with a salsa, something tomato base rather than cream base," suggests Bell.

"By all means, give yourself some license to have fun," says Bell, "but try to be sensible about what you eat and drink. Be in control of what you're doing."

If you would like a few more of Kathleen Bell's tips about low-fat feasting over the holidays, she's giving a Brown Bag Lecture on Thursday, December 15, from noon to 1 p.m. in Rm. 125 at MCB.

## Elementary school teachers find out what DNA testing is all about

Karen Preuss

*Carolyn Koo (right), a pharmaceutical chemistry graduate student, shows laboratory basics of DNA testing to Anna Huie from the William DeAvila Elementary School.*

On November 5, the UCSF Science & Health Education Partnership-sponsored City Science Program brought nearly 100 elementary school teachers from the San Francisco Unified School District to UCSF research labs, where campus researchers taught them the basics of DNA testing and "fingerprinting."

The program supports the school district in implementing and disseminating a newly adopted "hands-on" science curriculum, all part of a larger effort to improve the understanding and teaching of science in elementary schools.

City Science is made possible through a major grant from the National Science Foundation and a supplemental grant from the Genentech Foundation for Biomedical Science.

In the meantime, SEP's Women's Triad Project, supported by a three-year $750,000 grant from the National Science Foundation, is well into its first year. The Project teams UCSF scientists, SFUSD teachers, and middle school girls in an effort to affect change in the science education environment for women, promoting gender equity.


## UCSF Newsbreak

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**Deadline** for the next issue, which will cover December 17, 1994-January 13, 1995 (four weeks), will be on **Tuesday, December 6, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163), Medical Center news to Lisa Cisneros (476-3256), and calendar and gazette items to Michele Firpo (476-3257), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer.

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# The holidays can be an emotional roller coaster ride for toddlers ... and parents

By ALLEN J. BALDERSON

The holidays. A joyous time for some. For others it can tumultuous, turbulent, and downright troublesome. What impact do the holidays have on children, particularly toddlers?

"Holidays are challenging because so many things need to be done above and beyond already active schedules," says psychologist Alicia Lieberman. "People tend to cut corners, shorten things they would usually do leisurely, and skip things that don't seem as fundamental."

Lieberman explains that when it comes to toddlers, the small daily things that are important for them may seem inconsequential to the parents. For example, spending leisure time, reading a story or giving a long bath.

"There is a whole ritual that the child expects," says Lieberman, "but, if you are shopping until 8:30 at night you may not have time to give that leisurely bath. But toddlers expect it because they are creatures of habit." Suddenly the things they expect are gone and that can be jarring to them, says Lieberman. And because they can't express themselves such as saying 'Hey, why is my story so short today?' a temper tantrum may ensue or the toddler will become negative.

"Negativism often is the only response that the child has to a situation he doesn't like," says Lieberman. "Often a toddler says no because the parents have been saying no to the toddler."

Often there are a lot of parties and big events during the holidays that are not part of the toddler's daily routine. In fact, it could be the first time in his or her life that there is such a large bombardment of stimuli. Depending on the child's temperament it could be an exciting adventure or too intense to handle.

"A child that is shy, or needs time to get used to new surroundings or new people, is particularly likely to feel overwhelmed by the very intense social rhythm during the holidays. Children who have difficulty with transitions also could have a hard time during this time," explains Lieberman.

Parents can be too distracted or stressed themselves to take the time to explain to the child what is going to happen, to introduce the child gradually and slowly, and try to ease the toddler's apprehensions.

The younger the child is the more important it is to preserve the safeguards of the child's regular routine, says Lieberman. Toddlers think that what the parents do is a direct reflection of what the child has done. Toddlers don't understand holidays and social obligations of the parents. All they realize is that the parent is not available to them. "They take it very personally," says Lieberman. "And they can develop an anxiety about doing something wrong. 'My mommy doesn't love me anymore.' 'What have I done wrong?'"

A few suggestions from Lieberman to help out during this potentially stressful time: take the child shopping with you. Make little comments about the Christmas tree, or the sweater you're looking at. Or leave the child with someone she or he is comfortable with so it is not a time of displacement.

What if the child is not comforted during the holidays and not reassured that everything is going to be alright? "There could be long-term effects," explains Lieberman. "Children could think of the holidays as a time of alienation rather than togetherness. Holidays could mean losing the parent instead of gaining the parent. They could feel that the parents have chosen glamorous entertainment over intimacy."

But, at the same time, says Lieberman, parents and children tend to reconcile and repair many problems that they encounter every day, not only during the holidays. The child learns that things do get back to normal and just because the bath was missed one night, doesn't mean that it will be missed forever.

*Alicia Lieberman*

"There are so many wonderful opportunities to do fun things during the holidays, and it can be very enriching," says Lieberman. "Parents can take time off from work and be with their children more. It can be a very exciting time to do things for the first time with the toddlers, for example bringing them into the religious or cultural practices that the family has."

Lieberman says that from a parent's perspective, the holidays notwithstanding, the everyday life of a two- or three-year old rivals adolescence as a time of emotional challenge for the family. This is a period in which the child experiences a storm of contradictory and often changing emotions. The toddler is driven by two powerful but divergent needs: the need for closeness and the need for autonomy. The child's behavior, which mirrors this inner conflict, can be endlessly frustrating and bewildering to the parent as the toddler reaches out one moment and draws away the next.

Lieberman explores this critical period in a child's life in her new book, *The Emotional Life of the Toddler*. The book provides parents with insight and practical advice for coping and raising a toddler, including dealing with those who are particularly shy or active and coping with sleep disturbances, sibling rivalry, temper tantrums and normal, day-to-day anxieties. Lieberman, who is a professor in residence with the Infant-Parent Program at SFGH, where she works with high-risk families, also provides information on how toddlers deal with special situations, such as the stress of the parents' divorce.

*Ruthann Richter contributed to this story.*

# Ergonomics Lab is working to create safer computer keyboards

By RUTHANN RICHTER

There has been a lot of talk about ergonomically sound keyboards but little research has been done to determine just what that means. The UC Ergonomics Laboratory is one of the few places in the country doing basic studies to support the creation of a truly ergonomic keyboard that won't harm its users, according to David Rempel, assistant professor of medicine at SFGH and director of the lab.

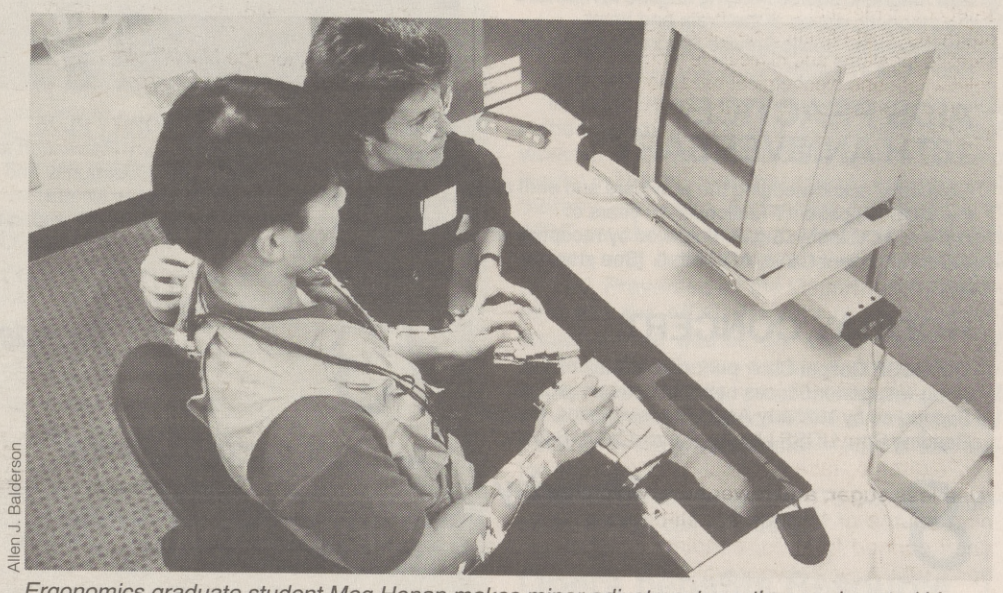
The work could affect more than 30 million Americans, including many children, who use keyboards regularly and are at risk of upper limb disorders such as carpal tunnel syndrome, Rempel says. Carpal tunnel syndrome affects hundreds of thousands of people in the US and is one of the most common forms of occupational illness in the country today, he says.

The disorder is caused by stress on the median nerve, housed in a tiny channel in the hand and wrist. Sufferers may experience pain, loss of sensation and permanent loss of use of the hand.

Rempel says keyboard design features, such as hand position and the amount of force used in typing, may play a role in the development of carpal tunnel syndrome or tendonitis by affecting the pressure exerted on the median nerve. At the Ergonomics Lab, researchers are looking at possible changes in keyboard design that might help prevent injury.

The lab has just moved into expanded and remodeled quarters based in Richmond, CA, which is equipped with new high-tech equipment that can do precise analysis of hand motions during different activities.

In one project, researchers ask volunteers to type on an odd-looking keyboard that is split in half so that both sides can be rotated up and down or moved apart to form an inverted V. The keyboard is adjusted 10 different ways, with typists working for 20 minutes at a stretch on each configuration. The volunteers have a series of wires attached to their hands and wrists so their subtle movements can be recorded on a computer outside the research room, Rempel says.

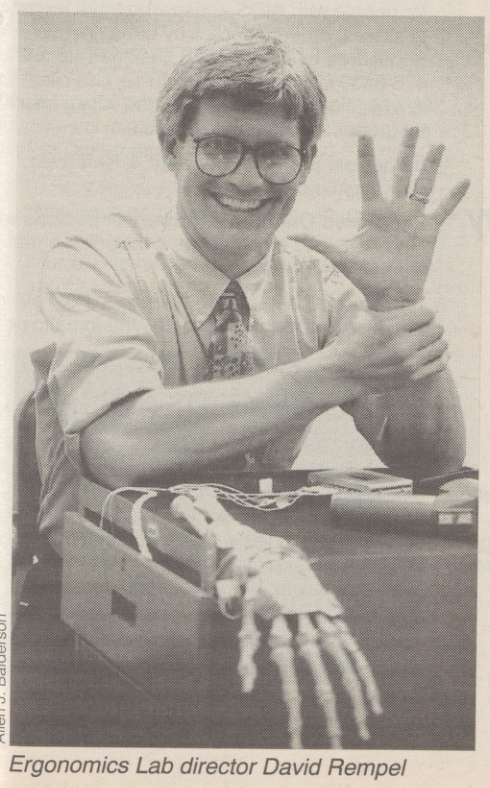


Allen J. Balderson

*Ergonomics graduate student Meg Honan makes minor adjustments on the new inverted V-shaped keyboard for volunteer Arnold Liao, an undergraduate at UC Berkeley.*

A separate area houses a new system of high-tech, infrared cameras that are used for recording motion of the fingers, wrist and arm. The cameras are placed in a circle around a volunteer, who has a series of light-emitting diodes (LEDs) attached to his or her hands and arms via spaghetti-sized wires. The LEDs transmit signals to the cameras while the individual types on different keyboards or performs other tasks. The system produces sensitive measurements of the activity that will help researchers determine the relationship between hand movement and carpal tunnel syndrome, Rempel says.

Researchers at the lab have been working with companies like Apple Computer, Pacific Bell, Key Tronic Corp., Microsoft Corp., Herman Miller and Steelcase, which are developing new products to minimize computer-related injuries. The lab, which is part of the Center for Occupational & Environmental Health, has 12 staff members from UCSF, UC Berkeley and UC Davis.



Allen J. Balderson

*Ergonomics Lab director David Rempel*

# Wanted: Flextime vanpool riders

UCSF vanpool riders who work flextime, four days a week from 7:30 a.m. to 6 p.m. are wanted. The passenger pick up points are at the Del Norte BART station in El Cerrito and in Emeryville at Frontage Road near the Holiday Inn. For more information, call Transportation Services at 476-1511 or 476-0523 as soon as possible.

# MLK *(from page 1)*

honored for their work with minorities and upholding the ideals of Dr. King.

The annual Multicultural MLK Festival will be held on Wednesday, January 18, from 11:30 a.m. to 1:30 p.m. in the Millberry Gym. Ethnic food, entertainment, cultural displays and community information on youth programs will be featured. The festival is co-sponsored by EMPACT!, Arts & Performances, and many student and staff registered campus organizations.

Also on Wednesday, January 18, Michael Rodriguez, associate director of the Pacific Center for Violence Prevention and professor of Family & Community Medicine at SFGH, will discuss "Preventing Violence: Is it Guns or is it People?" The lecture is part of the Brown Bag Lecture series sponsored by Public Service Programs. Rodriguez, who also heads SFGH's Violence Prevention Task Force, will give a critical examination of how to prevent firearm-related injuries and deaths.

Artist and educator Susheel Bibbs will present "Before Martin there was Mary: The Mysteries of Mary Ellen Pleasant" on Thursday, January 19, from noon to 1 p.m. in Toland Hall. Through narrative and seldom-seen slides of Pleasant, Bibbs, who has spent years researching the life of this early civil rights leader, will unravel much of the mystery surrounding the life of Pleasant.

Beginning her life as a slave, Pleasant became a civil rights leader and at one point successfully sued the San Francisco Streetcar Company to allow blacks to ride.

She later became a successful San Francisco entrepreneur and an activist for women's rights and equality. Bibbs currently is involved in developing a biography and other dramatic musical presentations on Pleasant's life. Bibbs' UCSF presentation is sponsored by the Women's Resource Center.

Joseph E. Marshall, Jr., executive director and co-founder of the Omega Boys Club of San Francisco, will end the week's activities on Parnassus with the keynote address on Friday, January 20, at noon. The Omega Boys Club is a youth organization that emphasizes academic achievement and no drug involvement. Through this organization, which was founded in 1987, Marshall, through the Omega Boys Club Scholarship Fund, has helped send more than 100 young men and women to college.

**Mount Zion events**

UCSF/Mount Zion also is sponsoring several noon events in the cafeteria starting on Tuesday, January 17, when it will host a Community Seniors' Day. Seniors from The Jewish Community Center, Booker T. Washington Community Center , the Korean Center , Ella Hill Hutch Center and Japanese American Services have been invited to the hospital for a noon-time celebration of Dr. King.

The following day, Mount Zion will host Children's Day, with invitations going to the Benjamin Franklin Middle School, the Dr. Cobb Elementary School and St. Dominic's Elementary School.

On Thursday, January 19, in Herbst Hall, Eugene Washington, chief of ob/gyn at Mount Zion, will discuss this year's theme, "Nonviolence in Action: Empowering Future Generations to Serve."

The Zion Gospels, the Mount Zion Filipino Club and several other groups will come together on Friday, January 20, to end the week with "Mount Zion Day."

**SFGH's celebration**

SFGH will kick off its part of the MLK celebration on Tuesday, January 17, from 11 a.m. to 1:30 p.m. with a cake-cutting ceremony in the second floor hallway of the main hospital. On Wednesday a film presentation is being planned, and on Thursday there will be a panel discussion, both events to be held from noon to 1 p.m. in Rm. 2A6.

**MCB features Sylvia Haskvitz**

MCB's contribution to the week will be on Thursday, January 19, from noon to 1 p.m. in Rm. 125, when Sylvia Haskvitz, communication trainer for the Center for Nonviolent Communication will discuss "Resolving Conflict Without Drawing Blood."

# Today/Tomorrow

## 28 Monday

### SEXUAL HARASSMENT PREVENTION BRIEFINGS

(See item in Upcoming Events on page 5.)*

## 30 Wednesday

**BROWN BAG LECTURE SERIES:** *Cholesterol 1994.* Philip Frost, medicine, discusses what everyone can do to reduce the risk of heart disease. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

## 1 Thursday

### HOSPITALS AUXILIARY JEWELRY SALES

The Hospitals Auxiliary presents two jewelry sales. Proceeds benefit patient amenities. Call 476-4906 for information.*

- Thurs. & Fri., Dec. 1 & 2: Fine Jewelery Sale. Med. Sci. lobby. 7 a.m.-6 p.m.
- Thurs., Dec. 8: Taxco Silver Jewelry Sale. MCB lobby. 10 a.m.-4 p.m.

### ART FOR WINTER

Watercolors and oils by local artist James J. Gleeson will be on display from Thurs., Dec. 1, through Tues., Feb. 28, 1995. Sponsored by Alumni Relations and Campus Events. Fac/Alum. House. Open weekdays or by appointment. Call 476-4723. Reception for artist on Thurs., Dec. 8, at the Fac/Alum. House. 5-7:30 p.m.*

### TRACKING HEALTH CARE

UCSF Presidential Scholar Eliot Friedson, professor emeritus, sociology, New York University, presents this special lecture about the state of health care. Sponsored by Social & Behav. Sci. and Soc. & Behav. Sci. Committee. Toland Hall. 3-4:30 p.m. Call 476-3047.*

### WORLD AIDS DAY 1994

(See story on page 8 for list of events.)*

**ARTS & PERFORMANCES COLE HALL CINEMA:** *The Mask.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8 p.m. (Movies subject to change.) Call 476-2542.*

## 2 Friday

### OPERA BENEFIT FOR CANCER CENTER

(See item in Upcoming Events on page 5.)*

**ARTS & PERFORMANCES COLE HALL CINEMA:** *The Mask.* Children 14 & under $2; UCSF students & Millberry members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 8:45 p.m. (Movies subject to change.) Call 476-2542.*

## 3 Saturday

**LOW VISION FORUM:** Christmas party complete with Santa and his elves distributing stockings full of surprises, plus holiday music and a reading of *The Night Before Christmas.* Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

## 6 Monday

**NEW EMPLOYEE ORIENTATION:** S 214. 8:30-10 a.m. Call 476-1073 to schedule.

### RELAXATION/STRESS MANAGEMENT COURSE

If you suffer from anxiety, insomnia, stomach upset, pain, chronic illness and other stress-related symptoms, learn relaxation and stress management techniques in this eight-week course with Alexandra M. Gaughan, Psych. Ask your primary care provider to refer you by calling 476-6100, x80166. A 455. 2-4 p.m.*

**UCSF/MOUNT ZION MEDICAL CENTER VOLUNTEER ORIENTATION:** To acquaint new & potential volunteers with opportunities available at UCSF/Mount Zion Medical Center. Herbst Hall, UCSF/MZ. 5-7:30 p.m. Call 885-7353.*

## 7 Wednesday

**BROWN BAG LECTURE SERIES:** *Do You Know Where Your Biomagnetic Waves Are Tonight?* Howard A. Rowley, Biomag. Imaging Lab, explains how magnetic source imaging is used to measure the magnetic waves of the brain and heart. Sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

### AIDS PRACTICE 10TH ANNIVERSARY

Ceremony acknowledging the providers and staff at the AIDS Outpatient Practice for 10 years of service. ACC lobby. 5 p.m. Followed by reception at AIDS Outpatient Clinic, ACC 5th fl. (See story on page 8.)*

### HOLIDAY CONCERT

The UCSF Gospel Choir performs holiday music, along with performances by other campus groups. Sponsored by Millberry Arts & Performances. Lange Reading Rm., UCSF Library. 6 p.m. Call 476-2542.*

## 8 Thursday

### AIDS CLINICAL CARE SYMPOSIUM

(See item in Upcoming Events on page 5.)*

### HOLIDAY CRAFTS FAIR

Features arts and crafts by 50 artists, many of whom are UCSF employees. Find out what your co-workers do in their spare time and pick up some gifts at the same time. Also pick up pre-ordered See's Candies. Sponsored by EMPACT!. Millberry Gym. 8 a.m.-3 p.m Call 476-2675.*

### BRECHER LECTURESHIP

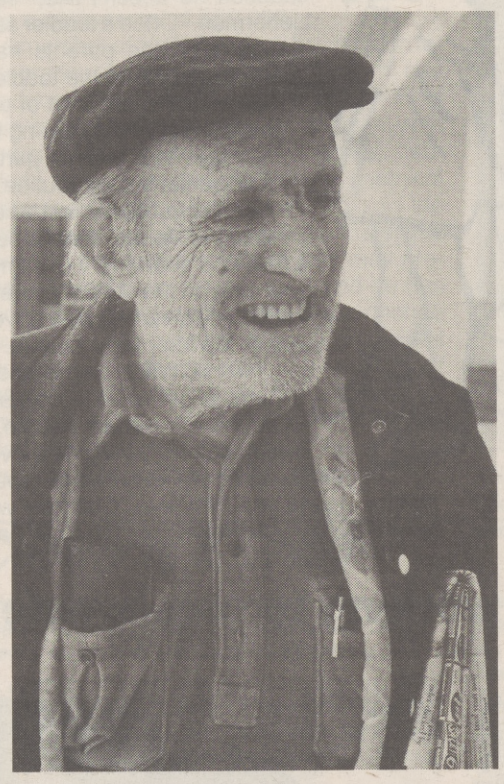
(See item in Upcoming Events on page 5.)*

## 9 Friday

### *OZMA* MEANS A GOOD TIME FOR KIDS & ADULTS

*Ozma of OZ.* The Parnassus Players, UCSF's theater group, present this L. Frank Baum story, adapted by Suzan Zeder, as a benefit for the Hospitals Auxiliary. Proceeds will go towards patient amenities. Performances on Dec. 9, 10, 11, 16 and 17 are at 7 p.m. Matinee on Sun., Dec. 11, at 2 p.m. $8 adults, $5 students and children under 14. Toland Hall. Call 476-2542 for advance tickets and information.*

## 12 Monday



**UCSF MEDICAL GROUP/SENIORITY PLUS SENIOR LECTURE SERIES:** *Injury Prevention for Older Adults.* Michael Radetsky, Community and Home Injury Prevention Proj., shares simple strategies to reduce risk of injury at home and in the community. Herbst Hall, UCSF/MZ. 10-11 a.m. Call 476-0373.*

## 13 Tuesday

### LAROS LECTURESHIP

Steven A. Schroeder, president, Robert Wood Johnson Foundation. Third Annual Russell K. Laros, Jr., Lectureship sponsored by Ob/Gyn & Repro. Sci. S 1364. 9 a.m.

### SEE'S CANDIES SALE

Buy one-pound boxes for $8 (regularly priced at $9.60) and gift certificates at this See's Candies sale sponsored by EMPACT!. Med. Sci. lobby. 11 a.m.-2 p.m. Call 476-2675.*

### AWAKENING FEMALE POWER

(See item in Upcoming Events on page 5.)*

**UCSF/MOUNT ZION BROWN BAG LECTURE SERIES:** *Projecting a New and True Image in 1995.* Image and wardrobe consultant Cindy Merrill shares how to assess non-verbal messages to make sure they are consistent with true character. Sponsored by Public Service Programs. Herbst Hall, MZ. Noon. Call 476-4394 for information.*

## 14 Wednesday

### IS THE WORST OVER FOR THE ECONOMY?

Economist Walter E. Hoadley discusses how long it will take for robust growth to return and unemployment rates to drop in California. Part of the Brown Bag Lecture series sponsored by Public Service Programs. HSW 300. Noon. Call 476-4394.*

## 15 Thursday

### ALCOHOL & VIOLENCE AGAINST WOMEN

(See item in Upcoming Events on page 5.)*

**MISSION CENTER BROWN BAG LECTURE SERIES:** *Low-Fat Feasting Over the Holidays.* Nutritionist Kathleen Bell offers tips to avoid gaining weight over the holidays. Sponsored by Public Service Programs. Rm. 125, Mission Center Bldg., 1855 Folsom. Noon. Call 476-4394 for information. (See story on page 2.)*

## DEVELOPMENT & TRAINING

For further information call 476-4032.

**Customer Service Strategies.** Wed., Dec. 7. 8:30 a.m.-4:30 p.m. $80.

**Supervisor's Guide to Performance Evaluation.** Thurs., Dec. 8. 8:30 a.m.-4:30 p.m. $40.

**Demystifying Gift/Private Grant Acceptance.** Wed., Dec. 14. 9 a.m.-noon. $40.

**The UCSF Budget Process.** Tues., Dec. 20. 9 a.m.-4:30 p.m. $40.

**Contracts & Grants Workshop.** Tues., Jan. 10. 1-4 p.m. $40.

**Supervisor's Training Program.** Tues., Jan. 24, 31, Feb. 7, 14, 21. 8:30 a.m.-noon. $110.

**The Telephone: Your Most Important Business Tool.** Thurs., Jan. 12. 9 a.m.-noon. $45.

**Vendor Payments.** Thurs., Jan. 12. 1-4:30 p.m. $40.

**Survival Skills for the Administrative Assistant.** Wed., Jan. 18, 25. 8:30 a.m.-noon. $70.

**General Ledger & Accounting.** Thurs., Jan. 19. 9 a.m.-4:30 p.m. $50.

**Cost Transfers.** Thurs., Jan. 26. 9 a.m.-noon. $40.

**Travel Expense Processing.** Tues., Jan. 31. 1-4 p.m. $40.

## CONTINUING EDUCATION

**MEDICINE**

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

**Stabilization & Management of the Critically Ill Child.** Mark Hopkins Hotel, SF. Dec. 3-4.

**Clinical Care of the AIDS Patient.** Sheraton Palace Hotel, SF. Dec. 8-10.

**Controversies in Women's Health.** ANA Hotel, SF. Dec. 8-9.

**The 19th Annual Neurosurgery Postgraduate Course & 13th Annual Neurosurgical Nurses' Conference.** Hyatt Regency, SF. Dec. 8-9.

**New & Practical Approaches to Glaucoma Management.** Ritz-Carlton Hotel, SF. Dec. 8-10.

**Health Care Policy Dilemmas: Balancing Costs & Quality of Care.** Farimont Hotel, SF. Dec. 12.

**Recent Advances in Neurology.** Ritz-Carlton Hotel, SF. Feb. 15-17, 1995.

**Molecular Approaches to Laboratory Diagnosis.** Ritz-Carlton Hotel, SF. Feb. 18-21, 1995.

**Annual Review in Family Medicine: Controversies and Challenges in Primary Care.** Hotel Nikko, SF. Mar. 29-31, 1995.

**Family Practice Board Review Course.** Hotel Nikko, SF. July 10-13, 1995.

**DENTISTRY**

For further information call 476-1101.

**Island Dental Colloquium.** Ritz-Carlton Mauna Lani, Kona Bay, Hawaii. Jan. 23-27, 1995.

## RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

**Personal Safety, Rape & Assault Prevention Presentations.** By appointment to campus departments & employees in the workplace.

**Support Group for Sexual Assault Survivors.** Twelve consecutive weekly sessions, 5:30-7 p.m. on a day to be arranged. $5-$25 sliding scale.*

## AIDS/ARC/HIV+ SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

**Individual Risk Assessment & Referrals.** By appointment.

**Facilitated Ongoing Groups.** For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

**Facilitated Time-Limited Groups.** For HIV- gay and bisexual men, for HIV+ asymptomatic persons

### THE NEXT DEADLINE

**Tues., Dec. 6, 1994** is the deadline for items to be listed in the next calendar, which covers **Dec. 17, 1994-Jan. 13, 1995** (four weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257.

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# Nov. 26-Dec. 16, 1994

## REGULAR MEETINGS & ONGOING SUPPORT GROUPS

***MONDAY***

**JEWISH WOMEN'S DIALOGUE GROUP:** Meets every other Monday. Call 476-6423 for dates & locations.*

**UCSF STAFF COUNCIL MEETING:** Meets second Monday of each month. Noon-2 p.m. Call 476-5756 for more information.

**FRIENDS OF LOIS AL-ANON MEETING:** Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

**COLORECTAL CANCER SUPPORT GROUP:** Meets on the second and fourth Mondays of each month. Reservations must be made at 929-7114. No drop-ins will be allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

**UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP:** Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

***TUESDAY***

**SFGH CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222 for dates & location.

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

**CAMPUS AMNESTY INTERNATIONAL MEETING:** Meets first Tues. of each month. MU 111W. Noon-1 p.m. Call 566-8406.*

**OVEREATERS ANONYMOUS MEETING:** OA literature & discussion meeting. N 617. Noon.*

**PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP:** For people with Parkinson's & their caregivers. Third Tues. of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

**BREAST CANCER SUPPORT GROUP:** For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. Meets every Tues. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

**NURSES' PAIN ASSOCIATION MEETING.** Meets the second Tuesday of the month. S 22. 5:30-7:30 p.m.*

**BRAIN TUMOR SUPPORT GROUP:** First Tues. of the month. S 758. 7:30-9 p.m. Call 284-0208.*

***WEDNESDAY***

**GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING:** Meets second Wednesday of each month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

**"AT THE HEART OF IT" CARDIAC SUPPORT GROUP:** For heart patients to share experiences, successes, concerns & anxieties. An ongoing six-week series. Call Kathleen Congdon at 885-7227.*

**SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS:** Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394 for more information.*

**LATIN AMERICAN CAMPUS ASSOCIATION MEETING:** Meets second Wednesday of each month. HSW 508. Noon. Call Al Lopez at 476-1334.

**LATIN WOMEN COALITION:** For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117 for meeting places & dates.*

**PARNASSUS AL-ANON MEETING:** For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

**STEP-FAMILY SUPPORT GROUP:** For parents & step-parents. Call Sandra Norberg at 476-6389 for dates and location.*

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. Conf. Rm. A, 3rd fl., MCB. 12:05 p.m. Call 621-1326 for more information.*

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

**DIRECTIONS:** For women newly diagnosed with breast cancer. Meets every Wed. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

**SUPPORT GROUP FOR RAPE SURVIVORS:** Sponsored by Women's Resource Cntr. Meets every Wednesday. $180 for ten sessions. Intake interview required. 6-8 p.m. Call 476-5222 for location & to pre-register.*

**EATING DISORDERS SUPPORT GROUP:** Open to anyone dealing with an eating disorder in themselves or others. Meets every Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

**CO-DEPENDENTS ANONYMOUS MEETING:** A twelve-step program for people who have dysfunctional long-term relationships. Meets every Wednesday. LP 01 (LPPI basement). 8-9:30 p.m. Call 432-3529.*

***THURSDAY***

**LESBIAN LUNCH GROUP:** Monthly on Thursdays. Call 476-5222 for meeting dates & locations.*

**HEAD & NECK CANCER SURGERY SUPPORT GROUPS:** Separate groups for patients and patients' families meet simultaneously and weekly on Thursdays. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl. 1-2 p.m. Call 885-7623.*

**SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS:** Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister & for locations.*

***FRIDAY***

**CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF. Most Fridays. Noon-1 p.m. L 535. Call 476-5836.

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326 for more information.*

**LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP:** Meets on the first Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

## ITS COMPUTER CLASSES

Information Technology Services sponsors the following classes. Call 476-2012 for descriptions and registration forms.

- Tues., Dec. 6: *Intermediate WordPerfect 6.0 for Windows* (PC). $170. 9 a.m.-4 p.m.
- Thurs., Dec. 8: *Beginning Excel* (Mac). $195. 9 a.m.-4 p.m.
- Fri., Dec. 16: *Intermediate Excel for Windows* (PC). $195. 9 a.m.-4 p.m.
- Tues., Dec. 20: *Intermediate Microsoft Word 5.1* (Mac). $160. 9 a.m.-4 p.m.

## BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations and when appointments are still available:

- Fri., Dec. 2: UCSF/Parnassus at Medical Center Way.
- Fri., Dec. 16: Lakeside Senior Medical Cntr., 2501 Ocean Ave.
- Fri., Jan. 6: UCSF/Parnassus at Medical Center Way.
- Thurs., Feb. 2: UCSF/Daly City, 333 Gellert Blvd.

*Open to the public.

# Upcoming Events

## Sexual harassment prevention briefings set

The Office of Sexual Harassment Prevention and Resolution will be conducting management briefings on sexual harassment prevention in the workplace on Monday, November 28. The morning session will be held from 9 to 10:30 a.m. in room N 721. The afternoon session will be held from 1:30 to 3 p.m. in the MCB, room 3. These sessions are designed for new UCSF managers/supervisors; however, any managers/supervisors also are invited to attend. For more information, call 476-5186.

## UCSF hosts clinical care for AIDS symposium

UCSF will host a three-day symposium for practicing physicians on the clinical care of AIDS patients on Thursday to Saturday, December 8-10, at the Sheraton Palace Hotel.

The conference will focus on practical issues in managing the care of patients infected with HIV at all stages of the disease. UCSF faculty who are leaders in AIDS research and patient care will serve as program faculty, as well as colleagues from around the US.

Topics to be addressed include current trends in the epidemiology of HIV, guidelines and initial work-up of the infected patient, gender-specific issues in HIV, current strategies of antiretroviral therapy, endocrine dysfunction and wasting in AIDS, psychological support for the HIV-infected patient, and dealing with alternative therapies for HIV. Presented by the Department of Medicine and the AIDS Program at SFGH, workshops will be offered on what's new in HIV vaccines, health care worker exposure and infection case studies, practical management of obstetrical and pediatric AIDS and caring for HIV patients in the private sector —HMOs and fee-for-service.

For more information, call 476-5208. To register by phone, call 476-5808.

## Opera benefits Resource Center at Mount Zion

Save Sunday, December 4, at 7:30 p.m. to attend a performance of Donizetti's *Lucia di Lammermoor* starring Ruth Ann Swenson and Marcello Giordani. Held at the War Memorial Opera House, the performance will benefit the Resource Center of the UCSF/Mount Zion Cancer Center. Tickets vary in price, including a post performance party on stage. For more information call 885-7354.

## Brecher lectureship Dec. 8

The Department of Laboratory Medicine sponsors the Brecher Lectureship featuring Paul Griner, who will speak about "Measures of Health Care Quality: New Directions and Uses," on Thursday, December 8, from 3:30 to 4 p.m. A wine and cheese reception will follow. Note the room for the lectureship has been changed to HSW 302. Griner is director and CEO of Strong Memorial Hospital in Rochester, NY. For more information, call 476-4186.

## "Awakening Female Power" lecture, discussion

Karen LaPuma, author of *Awakening Female Power*, a call to both women and men to awaken the Goddess Warrior, will share stories and insights on living with courage and awareness in a lecture and discussion on Tuesday, December 13, from noon to 1 p.m. Sponsored by the UCSF Women's Resource Center, the free program will be held in Toland Hall. For more information, call 476-5222.

## Advertising and violence against women lecture

Guest speakers Karen Hughes, associate director of the Trauma Foundation, and Joan Kiley, executive director of Community Recovery Services, will discuss the "Dangerous Promises" campaign, which proposes that alcohol advertising should not reinforce or trivialize the problem of violence against women. Sponsored by the UCSF Rape Prevention Education Program, the lecture and discussion will be held on Thursday, December 15, from noon to 1 p.m. in Toland Hall. The presentation will include a slide show analyzing the role of alcohol and its advertising in violence against women.

## Chancellor's Award for Advancement of Women nominations due

Nominations are being sought for the 1995 Chancellor's Award for the Advancement of Women. This annual award recognizes one faculty, staff and student for their contributions to the advancement of women at UCSF, and/or to increased knowledge of women's health through research, teaching and public presentations. Both men and women may be nominated. Each recipient will receive $1,000. Nomination forms are available in the Chancellor's Office, S 126, and must be received by that office by 5 p.m. on Friday, December 16. Award recipients will be announced in February 1995. The awards presentation ceremony will be held during Women's History Month in March. For more information, call Ruth Weiller at 476-4223.

## Two new courses open to staff, students, faculty

The Department of the History of Health Sciences is offering two new classes this winter. All members of the UCSF community are welcome to attend.

"Medicine and Society," to be held Tuesdays at noon beginning January 3, is a noon lecture with a series of guest lecturers who will speak on medicine and health care in America. Topics will include orthodox and unorthodox medicines in the 19th century; Freud visits America; VD and World War I; plastic surgery and American beauty; the search for sex hormones and the vision of biotechnology. "Literature, Medicine and Public Health," to be taught Thursday evenings from 5:30 to 7:30 p.m. beginning January 5, will employ fiction to introduce topics of current importance in clinical and social medicine, including sickness, disabilities, alcoholism, mental illness, homelessness, teen sexuality and more. For more information, call 476-2766.

## Gladstone Lectures January 10, March 7

The J. David Gladstone Institutes present Eric S. Lander, a member of the Whitehead Institute for Biomedical Research and a professor of biology at MIT, in the 1994 Gladstone Distinguished Lecture in Genetics on Tuesday, January 10 at 3 p.m.

Nobel laureates in medicine Michael S. Brown and Joseph L. Goldstein, both from the University of Texas, Southwestern Medical Center at Dallas, will give the 1995 Gladstone Distinguished Lecture in Cellular and Molecular Biology on March 7, 1995 at 11:30 a.m. Both events will take place in the Carr Auditorium at SFGH.

A Rhodes scholar, Lander is a geneticist, molecular biologist and a mathematician, with research interests in human genetics, mouse genetics, population genetics and computational and mathematical methods in biology.

## 7th National AIDS Update Conference

"Health Care Reform: HIV Today and Tomorrow," is the theme of the 7th National AIDS Update Conference slated for January 31 through February 3 at the San Francisco Moscone Convention Center.

The theme reflects the changing nature of HIV and AIDS-related care as well as the changes the epidemic has brought about in health care in general and particularly in relationship to health care reform.

Sponsored in part by the UCSF AIDS Health Project and the UC EPI Center at SFGH, the conference includes workshops about prevention and education, policy and administration, care and services, treatment and cultural issues.

Registrations are processed in advance if received by January 10; after that date, participants can register at the conference. For more information, call 255-1295.

## AIDS funds available for studies

Funds are available from the UCSF AIDS Clinical Research Center (ACRC) and the UCSF Center for AIDS Research (CFAR).

Preference is given to HIV/AIDS pilot studies. The deadline for the next funding cycle is Friday, December 2. The deadline for the funding cycle after that is Friday, March 31. Applicants may submit studies in basic science, epidemiology, behavioral science, as well as clinical trials. In addition, some funds still are available through the Macy's/UCSF Program for AIDS Research. For more information and applications, contact Layne Ethington at 476-8857.

**Recent CFAR fund recipients**

Meanwhile, congratulations go to Marc Hellerstein, assistant professor of medicine at SFGH, who received $21,720 in CFAR funds to conduct a pilot project on "Direct measurement of rate of synthesis and removal of circulating HIV in infected humans"; and Teri Liegler, postdoctoral fellow at the Gladstone Institute of Virology & Immunology, who received $30,000 to study "Lymphocyte apoptosis and disease progression following HIV infection."

# Fun Zone

*"Look! They're coming right at us!" So says the imperilled Dorothy to her Auntie Em, the General and his Army as they travel across the Desert of Shifting Sands in the Parnassus Players production of* Ozma of OZ, *a play adapted by Suzan Zeder and based on characters created by L. Frank Baum. (Clockwise from right) Public Affairs' Michele Firpo, Neurovascular Service's Jenny Van Westrop, Pharmacy's Adam Silver and Chris King, a community member.*

### Holiday Crafts Fair

EMPACT! will host its fifth annual holiday crafts fair on Thursday, Dec. 8, from 8 a.m. to 3 p.m. at the Millberry Gym. The fair will feature handmade crafts of UCSF employees and community artists. For more information, call 476-2675.

### Ballroom dance course

A special crash course in ballroom dancing to prepare for holiday parties and events will be on Tuesday nights, Dec. 6 and 13, from 7:10 to 9 p.m. Call 476-1115 to register.

### Ozma benefits Auxiliary

Parnassus Players, UCSF's theater group, present *Ozma of OZ* on Dec. 9, 10, 16 and 17 at 7 p.m. and Dec. 11 at 2 p.m. in Toland Hall. Proceeds benefit Hospitals Auxiliary. Tickets are $8 for adults and $5 for students and children under 14. Tickets for drawing of $500 travel certificate from American Express Travel are $4. Co-sponsored by Millberry Arts & Performances. Produced by special arrangement with Anchorage Press of New Orleans. For information and tickets, call 476-2542.

### Ski cabin rentals

Four cabins at North and South Lake Tahoe are available for rental on weekends and midweek from December to April. Cabins have modern kitchens, four bedrooms that sleep 12, plus fireplace and central heating. Call 476-2087 for rates and reservations.

# Money Matters

## Time to turn around your financial outlook

By ANDY EVANGELISTA

Taking the time to assess your financial situation, set goals and plan accordingly, may be as pleasant as a root canal for some, but it could pay off later. Even during the holidays, when most would rather spend money than manage it, is a good time to act, says UCSF financial planning director John Beeson.

This month, for example, analyze the benefits statement you recently received and make sure you and your family are covered to your satisfaction. In December, most employees can estimate their taxes early by looking at their last pay stub and last year's tax tables. They can then prepare for paying taxes in April or think about adjusting withholdings accordingly. With bigger paychecks expected in January, you might consider starting or increasing contributions to the tax-deferred 403(b) plan.

"If you're getting by with what you're earning now, instead of spending the extra money, use it to increase payments on credit cards or other bills, save it, or if you're comfortable with that, look at the 403(b)," advises Beeson.

The most common mistakes or roadblocks to financial success, says Beeson, are accumulating credit card debt, not saving for a rainy day, ignoring benefits statements, and not taking advantage of retirement and savings plans. Changing these habits, when possible, is the first step to turning around your financial outlook.

"There is more than a little confusion as to what financial planning is all about," says Beeson. "Some people think it's about getting rich, others think it's only for people who are rich to begin with. The truth is that financial planning is about improving your financial security, no matter what your income level.

"Most of us face the same financial challenges. We all have to watch our spending and pay our bills. We have our goals — whether they are buying a house or sending children to college. And although retirement may seem far off, we all should plan now so that we'll have enough to live comfortably for 20, 30 or even more years after we leave the workforce."

Beeson offers this advice for financial success:

♦ **Master the fundamentals**. Learn the difference between stocks, bonds, mutual funds, or how to distinguish between different types of insurance policies.

♦ **Be prepared for change.** Write down your plan, but not in stone. Things change. "In 1980, the prime rate was 21 percent, the Dow Jones Industrial was at 800, the top marginal tax rate was at 70 percent, and the personal computer did not exist. Today, the prime rate is 7 3/4 percent, the Dow Jones is around 3800, the top marginal tax bracket is 46 percent, and personal computers have become common in schools, offices and homes."

♦ **Act now.** Implementing your financial plan is one of the last but most important steps in achieving your goals. Many people talk about investment risks — inflation risk, market risk, interest risk. But the biggest risk is procrastination.

The UCSF Financial Planning and Benefits Office can be reached at 476-1400.

## Fund Performances

For those invested in the 403(b) plan and the After-tax plan, here are the latest unit values and monthly factors (as of October 31, 1994). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

| | Monthly Factors | Annual Rate | Annualized Yield |
|---|---|---|---|
| **Savings** | .0054 | 6.41% | 6.52% |
| **Money Mkt** | .0041 | 4.82% | 4.86% |
| **ICCF** | .0063 | 7.47% | 7.63% |

| | Unit Values | 12-Month Change | 3-Year Avg. Annualized Return |
|---|---|---|---|
| **Bond** | $58.53 | -14.2% | 6.8% |
| **Equity** | $107.39 | 7.0% | 11.0% |
| **Multi-Asset** | $14.94 | 1.9% | 8.1% |

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. Information: 476-9256.

## Initiatives *(from page 1)*

ment, a movement characterized by changing employees' attitude about their jobs from a civil service mentality to a customer service or more business-oriented one. A significant step in this direction would be to give campuses more local control rather than the current systemwide "one size fits all" management system. Instead, a "minimalist framework" of systemwide guidelines would be created to give campuses flexibility to tailor procedures and policies to suit their specific needs, Vice Chancellor Steve Barclay explained at the town hall meeting.

Lopez and Barclay, who helped draft the proposal, and Michael Adams, director of Affirmative Action/Equal Opportunity, answered questions about the proposal, which would apply to employees in the Executive Program, Management and Professional Program (MAP), Administrative and Professional Program (A&PS), and the Staff Personnel Program (SPP).

**Cutting bureaucracy**

As Barclay pointed out, administrators looked to other businesses for examples of such restructuring, but found none with the academic challenges UC faces. "In many ways, we are trying to invent the contemporary human resource wheel," he said.

The goal of reducing the amount of job titles by 80 percent is critical to ending the "administrative nightmare" managers experience now dealing with more than 900 job titles, Lopez said. Reducing the number of staff titles would also allow for employee development by broadening job responsibilities and would give managers flexibility in assigning work.

Revising compensation policies would allow managers to give raises based on performance for achieving defined objectives and make salary schedules more responsive to fluctuating market pressures, Lopez said.

And while current management philosophy acknowledges that a diverse staff is integral to supporting UC's missions in teaching and learning, research and discovery, public service and patient care, administrators admit managers and staff need more training to work more efficiently and to operate effectively and accountably in a less structured environment.

These recommendations are based on a systemwide report, "Developing the UC Workforce for the 21st Century: Improved Management Initiatives," sent to the UC Board of Regents a year ago. Prepared by a 16-member group of administrators from all nine UC campuses and the Office of the President, that report acknowledged that the system of managing the non-academic workforce must be reevaluated and revised to "do more with less" because of continuing budget constraints.

That systemwide group, which included both Barclay and Lopez, based its findings on the work of two previous administrative task forces which advocated a more "flexible and dynamic administrative environment that will improve the quality of work by decentralizing responsibility, by empowering employees to take risks and use initiative, and by simplifying or eliminating unnecessary, anachronistic, and overly complex policies." In short, UC is trying to move from its current bureaucratic management system to a system that is meaner and leaner. (See the adjacent chart.)

**Getting, giving feedback**

Some managers attending the November 14 forum applauded UCSF's effort to stop doing business as usual. "I think this is a real bold step that I think will lead to the survival of this organization," said one attendee. He added that by empowering employees, UCSF will see "fewer feelings of helplessness, fear and paranoia."

Others were skeptical about the proposed changes. "I'm very suspicious of reducing job titles and broadening job responsibilities," said a manager, who pointed out that "employees usually bare the brunt of the change" when businesses restructure.

Still others said that if employees are to "buy in" to the cultural change, they must be a part of the solution to the problem. Barclay acknowledged that more "town hall meetings" are necessary to hammer out specifics of the plan.

Administrators invite managers and staff to give more input on the proposal. Copies of the initiatives are available in the Human Resource Offices located at Laguna Honda, the Library Reference Desk, in departments on campus and on Gopher under UCSFYI Personnel Department. Comments on the initiatives may be sent to Lopez at Box 0832 or via e-mail at TELLHR (tellhr@ucsfvm.ucsf.edu).

## "Sustaining Excellence in the 21st Century"

| Existing Environment (Bureaucratic) | Proposed Vision (Network) |
|---|---|
| ♦ central administration is focus | ♦ department is focus |
| ♦ reliance on policy, procedure | ♦ guidelines and accountabilities |
| ♦ specific and narrow delegations of authority at high institutional level | ♦ delegation at lowest competent level |
| ♦ labor is specialized | ♦ emphasis on generalists |
| ♦ rewards for individual performance | ♦ rewards for team performance |
| ♦ fragmented central services | ♦ integration of operations |
| ♦ shopping for answers | ♦ one-stop shopping |
| ♦ small span of control | ♦ large span of control |
| ♦ deep hierarchy | ♦ shallow hierarchy (flat) |
| ♦ focus on functional optimization | ♦ focus on system optimization |
| ♦ civil service culture | ♦ customer service culture |
| ♦ rewards for working hard | ♦ rewards for achieving defined objectives |
| ♦ merit pay for professionals | ♦ merit pay for all |

*Source: "Sustaining Excellence in the 21st Century: A Vision and Strategies for UC's Administration," UC, May 1991*

## Grants available for health schools

The Pew Health Professions Commission is seeking proposals creating service-learning programs.

The "Health Professions Schools in Service to the Nation" program is made possible by the National and Community Service Trust Act, a landmark legislation that created the Corporation for National Community and Community Service which funds the program.

Health professional schools may be awarded grants over three years to receive training and technical assistance in service-learning. To be considered for funding, institutions must show a committment to the program by providing a 100 percent funding match over the three years and continuing to pay for the program after that. Workshops for prospective grant applicants will be held at Toland Hall on Thursday, December 8, from 10 a.m. to 2 p.m. The deadline for applications is Friday, January 13.

For more information, call 476-8181.

# Medsounds Continued

## Nurse goes to Ukraine to teach diabetics

By LISA CISNEROS

On a recent trip to Ukraine, UCSF nurse educator Peggy Huang taught 30 diabetic children how to take care of themselves so they can avoid the debilitating effects of their disease.

Organized by the Sonoma Rotary Club, the two-week humanitarian effort sent Huang and supplies of insulin and glucose-monitoring kits to the Institute of Endocrinology and Metabolism of the Academy of Medical Science in Kiev. Medical officials in the former Soviet Republic say they have seen an increase in the number of insulin-dependent children.

*"In Ukraine, there is such a short supply of insulin, so children are often institutionalized when they get the diagnosis."*

— Martha Nolte, director of the UCSF Diabetes Center.

With the help of a diabetic interpreter, Huang shared the self-monitoring education program developed by the UCSF Diabetes Center in a modified course at the nationally renowned institute. Her message to diabetics is simple: they can learn how to maintain health and avoid hospitalization by routinely checking their blood sugar to prevent complications such as blindness, amputation, heart disease, stroke and kidney failure.

"in Ukraine, there is such a short supply of insulin, so children are often institutionalized when they get the diagnosis," explains Martha Nolte, director of the UCSF Diabetes Center. "When these children learn how to self-monitor themselves, they can go home to their families."

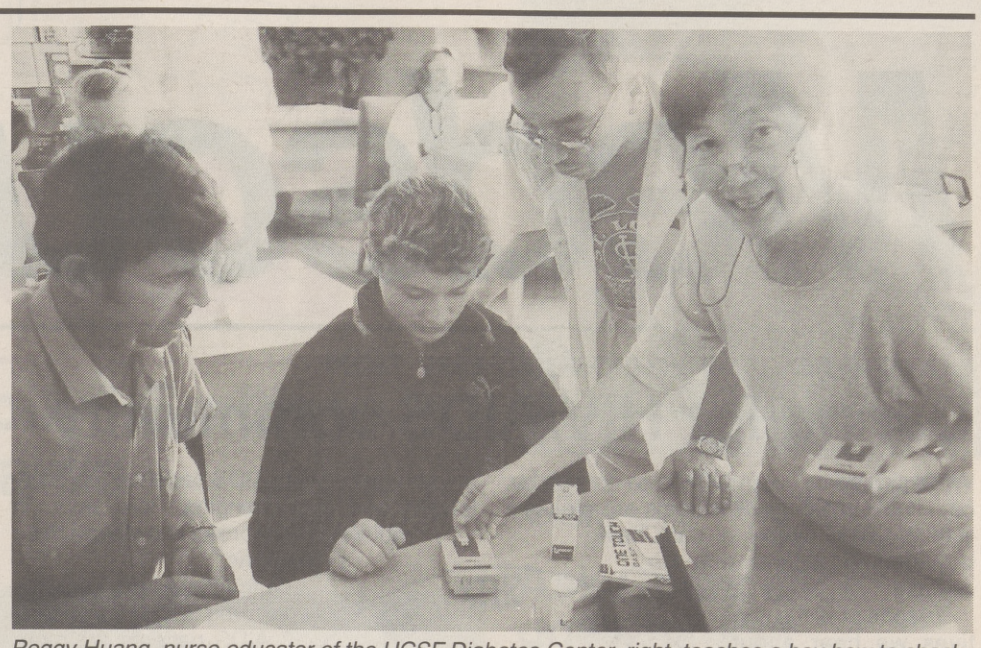
Economic reform has been slow in Ukraine, which became an independent nation three years ago. People have been burdened by high inflation — the average wage is about $20 a month — and a severe energy crisis.

An experienced medical missionary, Huang has traveled all over the world teaching diabetics. By doing so, she has put UCSF's 20-year-old Diabetes Center on the map. Huang now is in Singapore, where she has helped to establish several diabetes teaching programs.

A deadly disease that afflicts more than 14 million Americans, diabetes occurs in two forms, both of which lead to a dangerous buildup of sugar in the blood due to a lack of the hormone insulin. Type I diabetics require insulin injections because their own pancreases cannot produce the hormone that allows the body's cells to absorb the sugar they need to grow. In Type II diabetes, the body's cells become resistant to insulin.

"The directors and staff of the institute were extremely grateful to Peggy for having provided them with such a fine model teaching program which they plan to implement throughout Ukraine for all Type I, insulin-dependent children," says Arthur Alexander, president-elect of the Sonoma Rotary Club, whose wife is Ukrainian.

Operating in cooperation with the UCSF Department of Family Health Care Nursing and the Medical Center, the UCSF Diabetes Center is the longest running diabetes teaching program in the Bay Area.



*Peggy Huang, nurse educator of the UCSF Diabetes Center, right, teaches a boy how to check his blood sugar with the help of an interpreter.*

## Cancer *(from page 8)*

landscape architect.

First, she will work with patients and staff creating artworks and collecting stories for the garden. Chamberlain will then translate those ideas to the advisory staff and landscape architect to design the garden. A booklet will be created to publish the voices and issues of patients beyond UCSF/Mount Zion.

Chamberlain, a veteran artist of more than 20 years, is active in The Garden Project through a grant from the California Arts Council Artists in Community Program and has recently received a fellowship in photography from the National Endowment for the Arts.

**Listing clinical trials**

Diagnosed with breast cancer last September, Zimmerman started treatment with physicians I. Craig Henderson, director of clinical cancer programs at the UCSF/Mount Zion Cancer Center, and Esserman.

After Esserman discovered Zimmerman's 21-plus years of experience in data processing, she told her patient about CTIP, a community-based effort developed by breast cancer advocates in collaboration with UCSF. CTIP originally grew out of discussions with the advocate core of a national breast cancer research project led by UCSF and California Pacific Medical Center.

"When I started to feel a little better, Dr. Esserman asked me if I wanted to go to a clinical trials project meeting and see what it was all about," says Zimmerman, who volunteered as project manager in May.

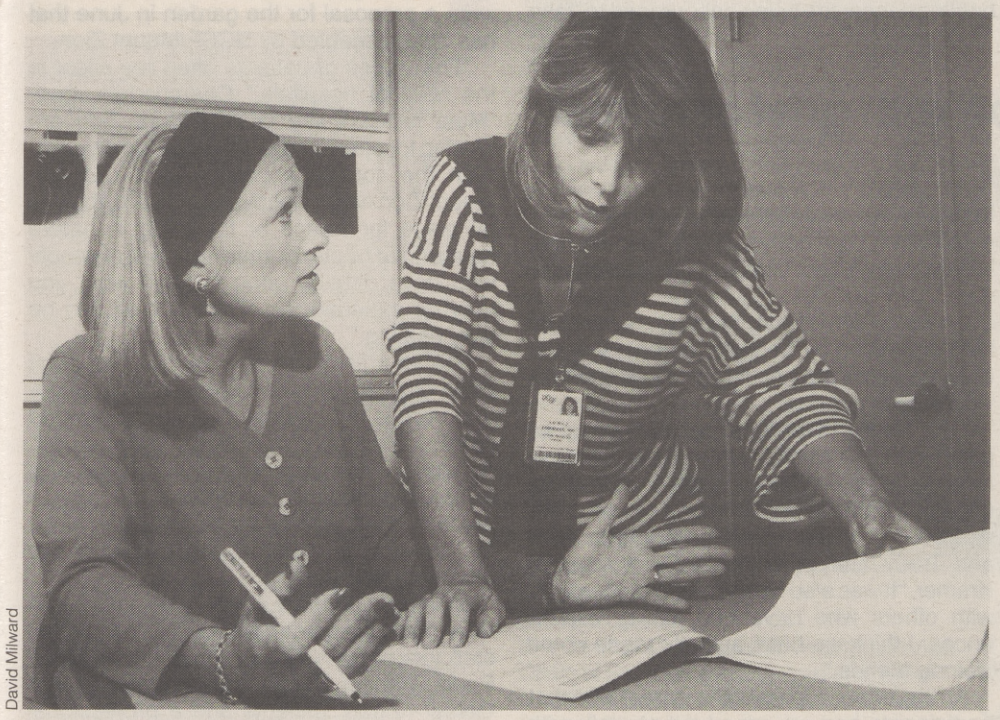
"I really wanted to get involved with something again, something to keep me on my toes and get me back into the swing of things," she says.

A paperback listing of breast cancer clinical trials being conducted by hospitals in the nine Bay Area counties is expected to be completed in Janauary. The listing will then be put on-line, but funding has yet to be determined for that.

"This information will not just be for the Resource Center of the UCSF/Mount Zion Cancer Center, but will be made available to medical health care providers, support groups, cancer organizations and other outlets," Zimmerman adds.

She is working closely with Esserman, UCSF's Anita Harrison, director of the cancer protocol office; Kerry McGinn, Resource Center coordinator of the UCSF/Mount Zion Cancer Center, and other breast cancer advocates.

Although the National Cancer Institute's Physician Data Query computer information system lists clinical research trials, it is geared mainly to physicians rather than lay persons.



David Milward

*Laura Esserman, right, and breast cancer survivor Jacquelyn Zimmerman work on the Clinical Trial Information Project.*

## Retreat *(from page 8)*

the nurses, social workers and physicians who cared for their children. As the Thayers put it, "It truly meant so much for us to talk to [Dr. Katherine Matthay] as it helped us to get more of a perspective on our son's treatment, that he wasn't just a number but a truly cared for person."

The retreat was held the sunny weekend of October 15 and 16 at the Walker Creek Ranch, just west of Petaluma, where golden hills are dotted with eucalyptus trees. Financial support for the weekend came primarily from the Patrick N. Thomson Memorial fund, established by Sheila and Ed Thomson of Tiburon in the name of their son, a former UCSF patient who died of leukemia in January 1990. Additional funds were provided by Glaxo Inc., Sandoz, SmithKline Beecham, and Miles pharmaceutical companies.

Kramer initiated and organized the retreat for pediatric oncology and pediatric bone marrow transplant families with the help of nurses Anne Senner, Linda Abramovitz and Janet Veatch and Chaplain Rod Seegar. They all felt the retreat helped them to understand death and dying and the grieving process.

"It was probably the most powerful and moving experience I've had in years," says Rev. Seeger, Medical Center chaplain for 20 years. "When a death occurs, we probably never see the families again and we can only speculate about what happens to them. But this retreat gave me a whole new insight into what these families go through."

Participants, whose young family members died as long ago as 1989 and as recently as four months ago, had the choice of attending several workshops, such as "Death of an Only Child," "Supporting Siblings," "A Father's Grief," "Anger and Guilt" and "Spirituality."

"It was astounding to hear stories from parents who say they were revisited by their children and that very often the visitation was a way to ease the pain of the parent," Seeger says of the group sessions he attended. "I've read about people who died and came back to life, but I've never talked to so many people whose own child came back and they had a sense of that child being there. It gives me goose bumps just thinking about it."

Although many of the sessions were emotionally draining as family members tearfully recounted special anecdotes of the children whom they were missing, the weekend did include an uplifting square dance that had most participants kicking up their heels in a rustic barn.

Linda Abramovitz

*Retreat participants learn how to square dance at Walker Ranch.*

Organizers hope to make the retreat an annual event, but details on securing financing must be worked out, Kramer says. "Many people commented that the retreat was a turning point in their healing process," Kramer says. "It's amazing to think of the amount of courage it took families to come and deal with painful issues."

*Coping with the loss of a loved one*

### How to handle the holidays

- Realize the anticipation of the holidays is worse than the actual days.
- Decide with the family what to do during the holidays. Reevaluate traditions.
- Understand that the holidays are stressful for everyone.
- Get plenty of rest because the holidays can be mentally and physically draining.
- Enclose a funeral card in greeting cards to tell about the death if writing about it is too painful.
- Do something symbolic such as lighting a candle to remember the loved one.
- Help someone else by volunteering in soup kitchens or donating a gift in your loved one's name.
- Let tears flow as memories of loved ones come.
- Have fun when possible.

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# UCSF Medsounds

**Page 1 ...** Salary raises are coming for most employees

**Page 1 ...** SFGH intervenes to fight domestic violence

**Page 2 ...** Eating healthy for the holidays

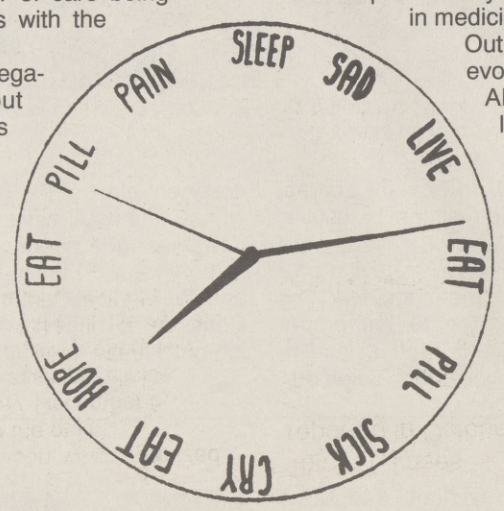
*Medsounds* is a section of *Newsbreak* for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

*Commemorating World AIDS Day 1994*

## Caring for HIV/AIDS community

While prospects for an AIDS cure may be far off, UCSF health professionals are pleased with the high caliber of care being delivered to patients with the disease.

"In spite of all the negatives we hear about therapy, the care is better now than it was 10 years ago and it continues to get better," says Harry Hollander, associate professor of medicine and director of the HIV Clinic at the ACC for the past 10 years. "I think as we've been able to take a step back, people who work in this area recognize that caring for these individuals in human terms is as important as some of the medical therapies that we can offer."




The AIDS Clock, *by M.B.G., AIDS, age 35, Art for Recovery*

UCSF will observe World AIDS Day Thursday, December 1, with a few events that salute patients who have died from the disease and those who have worked to care and comfort them. (See sidebar below.)

Margaret Poscher, medical director of the HIV unit at UCSF/Mount Zion since 1988, enjoys working with AIDS patients. "It's challenging and ever-changing," she says. "It requires a very broad knowledge base in medicine."

Outpatient health care has evolved in part because AIDS patients act more like partners interacting with physicians, Poscher explains. "The transition towards shorter hospital stays, home care and ambulatory care is in large part due to the vitality of young AIDS patients who don't want to be stuck in a hospital room."

Some health care providers say increased education about the epidemic has fostered sensitivity and sensibility in the public's attitudes about AIDS. Susan Forstat, an LVN at the HIV Clinic, says the stigma still exists but it's not as prevalent in a progressive city like San Francisco. "I started [working with AIDS patients] because at the time the epidemic began, there was a lot of prejudice and discrimination against them and there were very few people willing to give compassionate care to them," she says. "Over the years that has changed. I've met and worked with a lot of remarkable people and they are the source of inspiration to continue my work."

### Mount Zion hosts events

UCSF/Mount Zion Medical Center will host an "AIDS and Families" noon conference on Thursday, December 1, in Herbst Hall.

Featured speakers are Margaret Poscher, medical director of the HIV Unit, and Cindy Perlis, director of Art for Recovery.

A reception will be held from 3:30 to 5 p.m. to present and dedicate a quilt to honor 37 UCSF/Mount Zion employees who have died of AIDS over the years. "Many of these people who died were our good friends," says administrative nurse Laraine Ferguson, who organized employees to make the quilt.

At noon on Monday, December 5, Michael J. Clement, assistant clinical professor of medicine, will present HIV Grand Rounds at Herbst Hall. He will talk about "Outpatient Management of HIV."

### SFGH's AIDS program

The UCSF Center for AIDS Research at SFGH will present a program on Thursday, December 1, from noon to 1 p.m. in Toland Hall. Diane Wara, associate dean in the School of Medicine and professor of pediatrics, will speak on "Factors affecting Perinatal AIDS Transmission." Susan Folkman, director of the UCSF Coping Project and professor of medicine, will speak on "Caring for a Partner with AIDS."

### Clinic celebrates 10 years

The UCSF HIV Clinic will celebrate 10 years of its outpatient AIDS practice with a ceremony on Wednesday, December 7, from 5 to 5:30 p.m. in the ACC lobby.

Guest speakers include: Ron Lipsy, assistant director of Medical Center Administration; John Greenspan, chair of the Department of Stomatology; Harry Hollander, associate professor of medicine and director of the UCSF HIV Clinic; and Mitchell Katz, director of the AIDS Office of the San Francisco Department of Health.

A quilt honoring the staff, providers and patients for whom they care will be unveiled and displayed in the ACC lobby.

### AIDS reported cases
#### From 7/1/81 to 10/31/94

| | |
|---|---|
| Total SF reported cases: | 20,362 |
| Total SF reported deaths: | 13,340 |
| Total SF cases reported in October: | 163 |
| Total SF deaths reported in October: | 177 |
| Total California: | 76,840 cases<br>48,017 deaths |
| Total US: | 401,749 cases<br>243,423 deaths |

Source: SF Dept. of Public Health AIDS Office

*Two-time cancer survivor Karen Wener, first vice president of the Auxiliary and a volunteer coordinator at UCSF/Mount Zion, looks at cancer articles in the Resource Center at the UCSF/Mount Zion Cancer Center with I. Craig Henderson, director of clinical cancer programs at the center. The public met UCSF cancer specialists and toured the eight-story facility at an open house November 18. The opening of the outpatient center is another step toward creating what could become the only National Cancer Institute-Designated Comprehensive Cancer Center in Northern California.*

## Women with cancer serve community at UCSF/Mount Zion Cancer Center

By EMILY PEARCE

San Francisco artist Ann Chamberlain and computer information systems specialist Jacquelyn Zimmerman of Foster City are two different women with a surprising number of things in common.

Both 43 and battling breast cancer, they have decided to serve the community by working with the UCSF/Mount Zion Cancer Center, which held an open house recently.

Chamberlain is the driving force behind the Healing Garden, a place for comfort being developed for the Cancer Center's courtyard. Work on the garden will begin in the spring with a target completion date of October.

Zimmerman is setting up a user-friendly listing in print and on-line that will give people easy-to-understand information on clinical trials being offered for breast cancer in the nine Bay Area counties. Called Clinical Trial Information Project (CTIP), the information will be made available early next year at the Resource Center of the UCSF/Mount Zion Cancer Center and throughout the Bay Area. If funding is obtained, CTIP may expand statewide and nationally.

These are just two examples of how people battling cancer are being encouraged to "take their creative energy and transfer their talents into good works to offer other people," says Laura Esserman, co-director of the UCSF/Mount Zion Breast Care Center and one of the physicians treating Chamberlain and Zimmerman.

**Creating the Healing Garden**

Chamberlain's plans for the Healing Garden started with her breast cancer diagnosis last December. While undergoing treatment at the UCSF/Mount Zion Cancer Center, Chamberlain passed through the glass-walled lobby often, noticing the unused courtyard area.

*Chamberlain*

When she mentioned her idea to create a healing garden to her physicians, they encouraged her to pursue it. Chamberlain helped write a proposal for the garden in June that has been accepted by UCSF/Mount Zion.

"The voices of patients often are silent in the halls of hospitals," Chamberlain says. "Most facilities like UCSF/Mount Zion are looking for cures and eradicating the disease. With the notable exception of the UCSF/Mount Zion Art for Recovery program, there is no place for solace or for being in nature surrounded by plants and the stories of people who have already gone through what you may be experiencing. That in itself can be very healing."

"I'm an artist involved in stories that don't often get told or are invisible in this culture and here is the biggest story in my own life [breast cancer] that needed to be worked out. A natural next step for me was to help develop a beautiful place where people can grow, a place to meet, a place for solace and a place for grieving, an oasis in the middle of the urban hospital setting."

Starting in January, Chamberlain will begin developing the garden with UCSF/Mount Zion staff, including Art for Recovery Director Cindy Perlis, Cancer Center Administrator Cheryl Gelder-Kogan, patients and a professional

*(See* **CANCER** *on page 7)*

## Staff helps families cope with grief at retreat

By LISA CISNEROS

Doctors and nurses comfort and console families while caring for dying patients, but often the support fades after death.

To help ease the suffering a death brings to a family, about 20 UCSF health care providers volunteered their time recently at a weekend retreat for 70 parents and siblings of deceased children, mostly former UCSF patients.

"We have ongoing supportive relationships with families while the child is receiving cancer therapy," says Robin Kramer, a clinical nurse specialist in pediatric oncology. "But once a child dies, our involvement, for the most part, ends shortly after. We recognize there needs to be a more gradual transition for these families. Providing bereavement follow-up should be part of our continuum of care."

Part of a larger push to train staff to help families cope with grief, pediatric nurses attended a bereavement workshop in May and established a quarterly memorial service held in the seventh-floor solarium for children who die.

Goals of the retreat, the first event of its kind organized by pediatric nurses, were to educate about the grieving process and provide mutual support.

"The weekend really helped to open up so much pain that we didn't even know we were feeling and has helped us to talk to each other more about the joy and sorrow of our son's life and death," wrote retreat participants John and Tracy Thayer of Eureka in a letter to Kramer. "It was also nice to share our feelings with others who have had similar experiences. I think we have actually made some lifelong friends."

An important aspect of the retreat was that participants had an opportunity to talk with

*(See* **RETREAT** *on page 7)*